

## Notice

To: Ms. Jennifer Long  
Indiana Department of Workforce Development  
10 North Senate Avenue  
Indianapolis, IN 46204  
Fax No. (317) 233-6081

Hon. Gregory A. Ballard  
2501 City-County Building  
200 East Washington Street  
Indianapolis, Indiana 46204  
Fax: (317) 327-3980



From: The Mitchel Group  
1841 Ludlow Avenue  
Indianapolis, IN 46201

Date: May 26, 2009

We inform you that The Mitchel Group (the "Company") has determined that the work schedule of its employees who have reduced work week schedules since December 1, 2008, due to the dramatic downturn in the economy and its effect on customer orders, will likely continue for the indefinite future. All affected employees are employed at the Company's Manufacturing Plant located at 1841 Ludlow Avenue.

The Company was not able to provide a full 60-day notice to you of the possibility that the reduced week work schedules would continue beyond 6 months from inception, due to the dramatic downturn in the economy and the pronounced and continuing effect of the economic slowdown on customer orders. The Company has endeavored to keep its employees advised of the periodic and continuing effect of the economy on customer orders. Indeed, the Company has provided regular communications to its employees starting in November of 2008 regarding its order situation. In November of 2008, the Company forecasted an expected level of sales. In February of 2009, that forecast was adjusted downward due to the continuing economic issues. Again, in March, April and May, the forecast was negatively adjusted. Accordingly, the Company is submitting this notice at this time for these reasons.

While we hope that this reduced schedule action is temporary in nature, unless economic and other conditions in our industry markedly improve, this action is expected to be permanent in nature. Should such economic conditions not improve, further actions may be required.

The number of workers who currently hold affected jobs in each job classification and the job titles of the affected positions with respect to the reduced work schedules mentioned above are shown on Exhibit "1" which is attached and made a part of this notice.

Bumping rights do not exist for affected employees. There is no union representative of the affected employees. For further information regarding this action, please contact Jay Snodgrass, Human Resources Director at (317) 684-8263. Thank you.